

II. CALIFORNIA COMMUNITY COLLEGES

The California Education Code specifies the first priority of the Chancellor's Office of the California Community Colleges as degree and certificate programs in lower-division arts and sciences, and vocational and occupational fields. Remedial (precollegiate and/or basic skills) instruction, English-as-a-Second Language, support services that help students to succeed, and adult education are deemed to be "essential and important" aspects of the mission. The Education Code also authorizes community services, and the Economic and Business Development Code authorizes community colleges to engage in economic development, and business training and assistance.

A. DELIVERY SYSTEM

In 1996-97, classes and programs were provided by 106 community colleges, organized into 71 districts covering the entire state. A locally elected board governs each district.

There were over 2,241,681 students served by community colleges throughout the state in the 1996-97 academic year. Because there is no formal acceptance into most vocational training programs, an enrollment concentration in vocational education is assigned on the basis of student vocational course-taking behavior for this report.

B. PARTICIPANT CHARACTERISTICS

Participating programs were asked to provide data to the PBA system on those participants whose date of program departure was between July 1, 1996 and June 30, 1997 (defined as the 1996-97 cohort). For the 1996-97 cohort, the Chancellor's Office provided information on students who completed 12 or more units in a specific vocational discipline or who completed a vocational program, and who had not re-enrolled in the community colleges for one year.

Program "completers" were defined as students who received an Associate of Arts or Science degree, as well as those persons receiving a vocational certificate. "Leavers" were defined as:

- 1) Persons who completed at least 3 units but less than 12 units of only vocational coursework, considered skills upgrade students;
- 2) Persons who completed at least 12 units in an occupational area, but did not receive a certificate or degree; and,
- 3) Persons who completed occupational programs of less than 18 units.

In the 1996-97 cohort, the Chancellor's Office included only credit students. The Chancellor's Office is implementing changes that will allow representation of certificates awarded in programs of less than 18 units and of noncredit programs in future years.

Each program included in these reports provided a data file on their participants for inclusion in the 1996-97 cohort. The individual participant records, as defined by unique Social Security number, were examined with a series of internal and external validity checks (described in Chapter 1). Some of the records that were initially submitted were removed as part of this process. The final 1996-97 cohort is shown in the right columns of **Table II-1** below.

**TABLE II-1
COMMUNITY COLLEGES 1996-97 COHORT**

Unique Social Security Numbers (SSNs)	SSNs Removed Due to:		Final Community Colleges Cohort		
	Internal Checks	External Checks	Completers	Leavers	Total Participants
129,762	-5	-29	32,011	97,717	129,728

Some of the community colleges' students received more than one type of training while attending different colleges, as determined by Classification of Instructional program (CIP) codes. In the analyses presented in this report, there were 130,629 distinct training records, where some students may be represented by more than one CIP code

The demographic characteristics of the Chancellor's Office 1996-97 cohort are presented in the tables on the following page. In reviewing these tables, please keep the following in mind:

- The percentages may not add exactly to 100 due to the suppression of results based on four or fewer, including zero, records (as indicated by asterisks **) for confidentiality reasons.
- The percentages are based on the number of participant records with data for a given demographic characteristic. Therefore subgroup sizes (n) vary slightly among tables.
- Age was calculated from the reported date of birth to July 1, 1996 (the beginning of the cohort).
- The PBA system defined a set of standard data elements that were desired from all participating programs. Data that were not collected by a program's data systems in 1996-97, or were not provided to the PBA system, are noted by "NOT REPORTED."

Unique Characteristics of the California Community Colleges Cohort

The majority of individuals in the 1996-97 Community Colleges cohort were white (56.0 percent of completers and 57.2 percent of leavers), and over age 25 (72.5 percent of completers and 77.6 percent of leavers).

**TABLE II-2
COMMUNITY COLLEGES 1996-97 COHORT DEMOGRAPHIC PROFILE**

AGE¹			GENDER			ETHNICITY		
COMPLETERS (n=31,971)		LEAVERS (n=97,580)	COMPLETERS (n=31,518)		LEAVERS (n=97,232)	COMPLETERS (n=30,484)		LEAVERS (n=92,808)
Category	Percent	Percent	Category	Percent	Percent	Category	Percent	Percent
<18	0.1	0.6	Female	58.3	47.3	Asian	13.5	10.5
18-24	27.4	21.8	Male	41.7	52.7	Black	6.8	7.6
25-39	49.1	46.4				Filipino	4.5	3.4
40-54	21.1	25.8				Hispanic	16.6	18.3
55-64	1.9	4.0				Native American	1.3	1.4
65+	0.4	1.4				White	56.0	57.2
						Other	1.4	1.6

DISABILITY STATUS			ECONOMICALLY DISADVANTAGED			DISLOCATED WORKER		
COMPLETERS (n=32,011)		LEAVERS (n=97,717)	COMPLETERS (n=32,011)		LEAVERS (n=97,717)	COMPLETERS		LEAVERS
Category	Percent	Percent	Category	Percent	Percent	Category	Percent	Percent
Yes	4.0	1.3	Yes	34.3	19.9	Yes	DATA NOT REPORTED	
No	96.0	98.7	No	65.7	81.2	No		

DISPLACED HOMEMAKER			VETERAN			BASIC SKILLS DEFICIENT		
COMPLETERS (n=32,011)		LEAVERS (n=97,717)	COMPLETERS		LEAVERS	COMPLETERS (n=32,011)		LEAVERS (n=97,717)
Category	Percent	Percent	Category	Percent	Percent	Category	Percent	Percent
Yes	2.5	1.8	Yes	DATA NOT REPORTED		Yes	38.7	20.4
No	97.5	98.2	No			No	61.3	79.6

LIMITED ENGLISH PROFICIENCY			PRIOR EDUCATION ATTAINMENT			NON-TRADITIONAL TRAINING		
COMPLETERS (n=32,011)		LEAVERS (n=97,717)	COMPLETERS (n=31,509)		LEAVERS (n=95,506)	COMPLETERS		LEAVERS
Category	Percent	Percent	Category	Percent	Percent	Category	Percent	Percent
Yes	6.4	2.4	<High School	4.4	5.8	Yes	DATA NOT REPORTED	
No	93.6	97.6	High School Graduate	70.3	67.8	No		
			13-15 Yrs	*.*	*.*			
			Asso. Degree	18.1	8.1			
			16 or more Yrs.	7.2	18.3			

1 All participants whose birthdays fell after January 1, 1982 (were younger than 14 at the time of program entry) were deleted from the community colleges cohort.

C. TRAINING/SERVICES PROVIDED

The California Community Colleges maintain detailed occupational training codes according to the Taxonomy of Programs (TOP) coding system. The PBA system adopted the federal Classification of Instructional Programs (CIP) to code training programs. Accordingly, the TOP codes provided by the Chancellor's Office were translated into CIP codes using a crosswalk developed by the Chancellor's Office and currently maintained by EDD.

The ten most frequent occupational training programs for completers and leavers, using the CIP codes, are presented in **Table II-3**.

**TABLE II-3
TEN MOST FREQUENT OCCUPATIONAL TRAINING PROGRAMS
1996-97 COMMUNITY COLLEGES COHORTS**

Classification of Instruction Program (CIP) Code	COMPLETERS (N=32,187) Percent	LEAVERS (N=98,442) Percent
511601 (v) Nursing (R.N. Training)	11.3	
430103 (v) Criminal Justice/Law Enforcement Administration	10.3	7.7
11010A (v) Computer/Information Science, General		7.8
520101 (v) Business, General	7.8	3.6
520201 (v) Business Administration/Management, General	4.9	
520301 (v) Accounting	4.6	7.1
200201 (v) Child Care/Guidance Workers/Managers, General	4.1	6.2
470101 (v) Electrical/Electronics Equipment Installer	2.8	
510904 (v) Emergency Medical Tech./Technician	2.8	
520401 (v) Administrative Assistant/Secretarial Science	2.6	4.3
470604 (v) Auto/Automotive Mechanic/Technician	2.1	3.3
110301 (v) Data Processing Tech./Technician		3.0
430201 (v) Fire Protection/Safety Technician		2.9
521501 (v) Real Estate		2.9
Percent of Total Program Cohort in the Top Ten CIPs:	53.3	48.8

The primary services offered by the Community Colleges were occupational training. Accordingly, the Chancellor's Office did not submit additional data on non-training services provided.

As shown in **Table II-4**, the majority of completers (59.4 percent) completed more than 384 hours of training, followed by one-quarter (23.9 percent) who completed between 192 and 383 hours. Nearly two-thirds (63.9 percent) of the leavers received between 48 and 191 hours of training.

**TABLE II-4
AMOUNT OF TRAINING PROVIDED
1996-97 COMMUNITY COLLEGES COHORT**

HOURS	COMPLETERS		LEAVERS	
	Number of Participants	Percent of Total	Number of Participants	Percent of Total
Under 8 Hours	**	*.*	**	*.*
8 to 47 Hours	**	*.*	**	*.*
48 to 191 Hours	5,371	16.8	62,424	63.9
192 to 383 Hours	7,640	23.9	24,339	24.9
384+ Hours	19,000	59.4	10,954	11.2

D. PERFORMANCE MEASURES

This section presents the program-wide summary of the 1996-97 Community Colleges cohort for each of the performance measures adopted by the PBA Committee. These measures are summarized in Chapter I and are described in detail in Appendix A.

EMPLOYMENT RATE MEASURES

There are two measures of employment rate presented in this second year report:

- Measure 1 Employment Rate: First Year After Program Participation, which is the found employed rate in the first year after program participation; and,
- Measure 2 Employment Rate: Second Year After Program Participation, which is the found employed rate for prior year's cohorts in their second year after program participation.

Measure 1 Employment Rate: First Year After Program Participation

Of the entire 1996-97 Community Colleges cohort, 82.7 percent of the completers and 79.3 percent of the leavers were found in California Unemployment Insurance (UI)-covered employment in the first year after program participation. As presented in **Figure II-1**, the employment rates of both completers and leavers in 1996-97 cohort were slightly higher than the employment rates of the 1995-96 cohort in the first year after program participation (81.9 percent for completers and 78.0 percent for leavers).

**FIGURE II-1
EMPLOYMENT RATE: FIRST YEAR AFTER PROGRAM PARTICIPATION
COMMUNITY COLLEGES COHORTS**

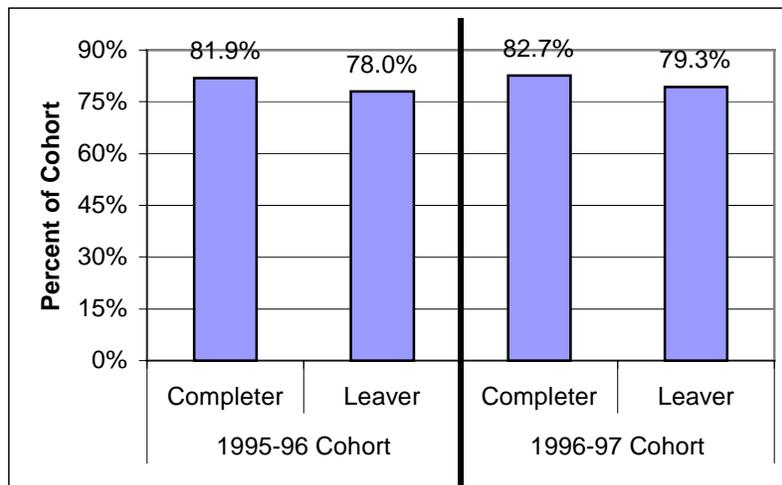


Table II-5 on the following page presents the cumulative percent of both the current and prior year's cohorts that were found in California UI-covered employment in one, two, three, or all four quarters in the first year after program participation. In this second year of the PBA system, two additional employment databases were used to augment the found employed rate: U.S. Department of Defense's (DOD's) Active Duty Military Master File and U.S. Office of Personnel Management's (OPM's) Central Personnel Data Files. The bottom row of Table II-5 presents the total of the 1996-97 program cohort found employed in all employment sources.

Note that in this and all subsequent tables, percentages referred to in the text or summary figures are shown in bold, and invalid cells are indicated by diagonal lines.

TABLE II-5
MEASURE 1 EMPLOYMENT RATE: FIRST YEAR AFTER PROGRAM
PARTICIPATION²
COMMUNITY COLLEGES COHORTS

Number of Quarters Found After Program Participation	1995-96 Cohort				1996-97 Cohort			
	COMPLETERS		LEAVERS		COMPLETERS		LEAVERS	
	Number	Percent of Total	Number	Percent of Total	Number	Percent of Total	Number	Percent of Total
Four quarters (all four quarters after program participation)	31,370	62.1%	12,603	58.6%	20,536	64.2%	61,218	62.6
Three quarters (any three of four quarters after program participation)	4,426	8.8	1,672	7.8	2,666	8.3	6,902	7.1
Two quarters (any two of four quarters after program participation)	2,940	5.8	1,216	5.7	1,720	5.4	4,771	4.9
One quarter (any one of four quarters after program participation)	2,640	5.2	1,274	5.9	1,564	4.9	4,600	4.7
EMPLOYED IN CA UI-COVERED EMPLOYMENT	41,376	81.9%	16,765	78.0%	26,486	82.7%	77,491	79.3%
TOTAL FOUND IN ALL EMPLOYMENT SOURCES					26,945	84.2%	79,474	81.3%

Table II-6 presents the percent of the 1996-97 Community Colleges cohort that were found in each of the three employment sources reviewed. Less than one percent of the completers (0.6 percent) and 1.2 percent of the leavers in the 1996-97 cohort were found in the DOD active duty employment database. Another 1.7 percent of the completers and 1.6 percent of the leavers were found in OPM's employment database after program participation. Note that an individual participant could be found in more than one database, so the numbers in this table could represent a duplicative count.

TABLE II-6
PERCENT FOUND IN EACH EMPLOYMENT SOURCE THE FIRST YEAR AFTER
PROGRAM PARTICIPATION
1996-97 COMMUNITY COLLEGES COHORT

Source of Employment Data	COMPLETERS		LEAVERS	
	Number of Participants	Percent of Total	Number of Participants	Percent of Total
California Employment Development Department-Base Wage File	26,486	82.7	77,491	79.3
U.S. Department of Defense - Active Duty Military	192	0.6	1,159	1.2
U.S. Office of Personnel Management	532	1.7	1,586	1.6

² The California Unemployment Insurance (UI) and Base Wage databases do not include federal employees, self-employed individuals, certain public officials, some family and household domestic workers, workers while on strike, or persons not in the workforce.

Measure 2 Employment Rate: Second Year After Program Participation

For this second year of the PBA system, Measure 2 Employment Rate examined employment in the second year after program participation for the 1995-96 Community Colleges cohort.

The 1995-96 program cohort was divided into two groups depending on whether they were, or were not, found employed at the end of the first year after program participation (found in the fourth quarter, or +Q4). Note that the employment could be with any employer and was not restricted to the same employer as at the end of the first year.

As shown in **Figure II-2**, the majority (98.0 percent) of the completer cohort who were employed at the end of the first year after their program participation continued to be employed in the second year. Of the completers who were not found employed at the end of the first year, 33.8 percent were found employed in the second year. This pattern was similar for the leaver cohort.

**FIGURE II-2
EMPLOYMENT RATE: SECOND YEAR AFTER PROGRAM PARTICIPATION
1995-96 COMMUNITY COLLEGES COHORT**

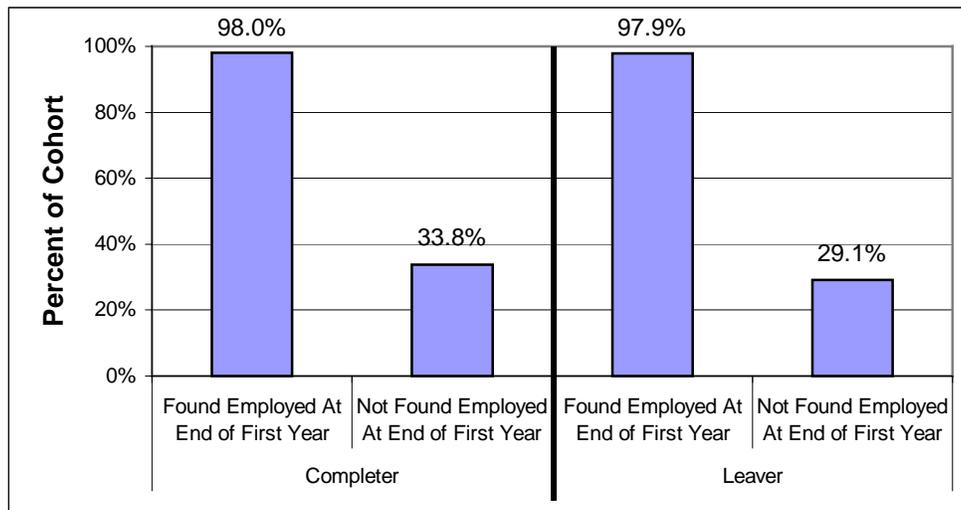


Table II-7 presents the detail for Measure 2 Employment Rate: Second Year After Program Participation for the 1995-96 Community Colleges completer cohort. As shown in the table, 81.0 percent of the total completer cohort were found in CA UI-covered employment all or part of the second year after program participation. This represents a slight *decline* of 0.9 percent in the overall found employed rate of 81.9 percent for this same cohort during the first year after program participation (shown in Table II-5).

**TABLE II-7
MEASURE 2 EMPLOYMENT RATE: SECOND YEAR AFTER PROGRAM
PARTICIPATION, 1995-96 COMMUNITY COLLEGES COMPLETERS**

Status at the End of the <u>First Year After Program Participation (+Q4)</u>		<u>Second Year After Program Participation</u>							
Status	Number of Participants	Found Employed All 4 Quarters		Found Employed Less Than 4 Quarters		Found Employed in Any Quarter		Not Found	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Found Employed	37,128	31,487	84.8%	4,900	13.2%	36,387	98.0%	741	2.0%
Not Found Employed	13,396	1,438	10.7%	3,098	23.1%	4,536	33.8%	8,860	66.1%
Total	50,524	32,925	65.2%	7,998	15.8%	40,923	81.0%	9,601	19.0%

As shown in **Table II-8**, of the 1995-96 leaver cohort, 76.2 percent were found in CA UI-covered employment all or part of the second year after program participation. This represents a 1.8 percent *decline* in the overall found employed rate of 78.0 percent for this same cohort during the first year after program participation (shown in Table II-5).

**TABLE II-8
MEASURE 2 EMPLOYMENT RATE: SECOND YEAR AFTER PROGRAM
PARTICIPATION, 1995-96 COMMUNITY COLLEGES LEAVERS**

Status at the End of the <u>First Year After Program Participation (+Q4)</u>		<u>Second Year After Program Participation</u>							
Status	Number of Participants	Found Employed All 4 Quarters		Found Employed Less Than 4 Quarters		Found Employed in Any Quarter		Not Found	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Found Employed	14,727	12,247	83.2%	2,158	14.7%	14,405	97.9%	322	2.2%
Not Found Employed	6,777	530	7.8%	1,444	21.3%	1,974	29.1%	4,803	4,803%
Total	21,504	12,777	59.4%	3,602	16.8%	16,379	76.2%	5,125	5,125%

EARNINGS MEASURES

There are two measures of earnings:

- Measure 3 Earnings: Before and First Year After Program Participation, which examines the change in earnings from the year before program participation to the first year after program participation; and,
- Measure 4 Earnings: First and Second Year After Program Participation, which examines the earnings change from the first to the second year after program participation.

Note that all earnings in this report are adjusted to 1995 constant dollars, to permit meaningful comparisons from before to after program participation.

Measure 3 Earnings: Before and First Year After Program Participation

The operational definition of Measure 3, Earnings Before and After Program Participation, was changed between the first and second years of the PBA system. In this second year, the measure is designed to include information about all members of a cohort, both before and after program participation. This was accomplished by first dividing all members of a program cohort into one of four groups, depending on the amount of their earnings before program participation. Each of the before groups was then classified into four non-discrete (overlapping) sets, based on whether the participants were found employed and, if so, the number of quarters for which earnings were found in the first four quarters after program participation.

The four before program participation groups were:

1. Earnings Greater Than or Equal to Annual Minimum Wage Before: Individuals earning greater than or equal to the minimum wage in the year (four quarters) before program participation;
2. Earnings Less Than Annual Minimum Wage Before: Individuals earning less than full-time at minimum wage but greater than or equal to \$1 in the year (four quarters) before program participation;
3. Found in CA, Zero Earnings Before: Individuals found receiving UI, or eligible for AFDC or SSI/SSP, in the year before program participation, but with zero earnings in the year (four quarters); or,
4. Not Found in CA Before: Individuals not found in the California UI, Base Wage, or eligibility for AFDC or SSI/SSP, databases in the year (four quarters) before program participation.

The after program participation sets were:

1. Earnings All Four Quarters After: Individuals with earnings greater than \$1 in each of four quarters of the first year after program participation;

2. Earnings Any of the Four Quarters After: Individuals with earnings greater than \$1 in any one, two, three or four quarters of the first year after program participation (note that this also includes the Earnings All Four Quarters After set);
3. Found in CA, Zero Earnings All Four Quarters After: Individuals with no earnings (or total earnings less than \$1 in CA Base Wage file), but found receiving UI, or eligible for AFDC, or SSI/SSP in any quarter in the first year after program participation; or,
4. Not Found in CA After: Individuals not found in the California UI, Base Wage, or eligibility for AFDC or SSI/SSP, databases in the year (four quarters) after program participation.

Figures II-3 presents a summary of Measure 3 for the Community Colleges completer and leaver cohorts, focusing on the change in Earnings Any of the Four Quarters from before to the first year after program participation for the following three groups:

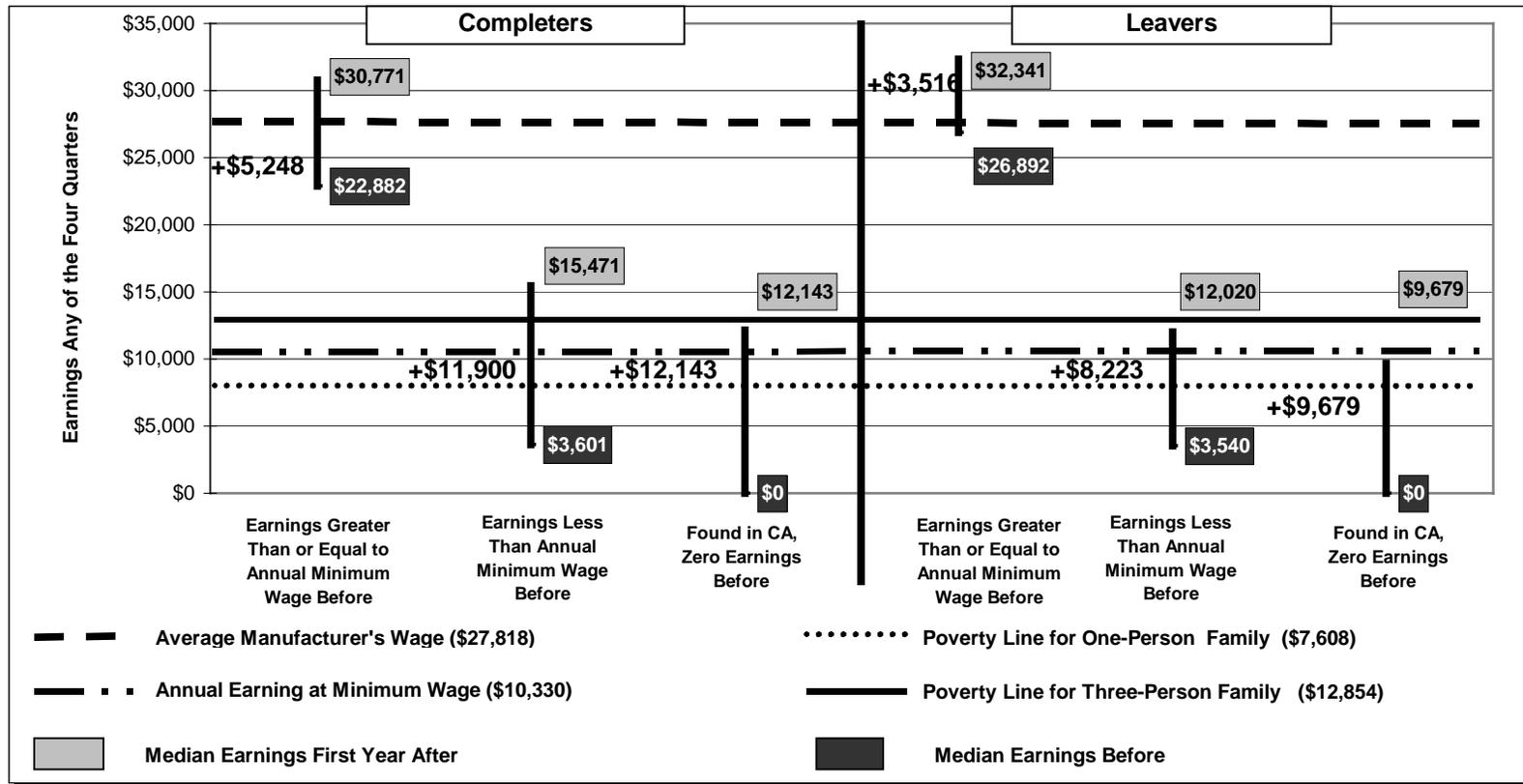
- Earnings Greater Than or Equal to Annual Minimum Wage Before;
- Earnings Less Than Annual Minimum Wage Before; and,
- Found in CA, Zero Earnings Before.

No earnings change can be calculated for the Not Found in CA Before group.

The Earnings Any of the Four Quarters After are presented benchmarked against four comparison earnings rates (described in Appendix A, Technical Appendices):

- Average annual wages for total manufacturing in California;
- California's minimum wage annual equivalent;
- The federal poverty guideline for a three-person family; and,
- The federal poverty guideline for a one-person family.

**FIGURE II-3
MEASURE 3 EARNINGS³: BEFORE AND FIRST YEAR AFTER PROGRAM PARTICIPATION
1996-97 COMMUNITY COLLEGES COHORT**



³ All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Department of Finance Consumer Price Index.

Measure 3 Earnings results are presented in separate sets of tables for the completer and leaver cohorts. **Tables II-9 and II-11** separately present each cohort's earnings for all four before program participation groups, and for the following three after program participation sets:

- Earnings Any of the Four Quarters After;
- Found in CA, Zero Earnings All Four Quarters After; and,
- Not Found in CA After.

Tables II-10 and II-12 separately present each of the Community Colleges completer and leaver cohorts earnings for all four before program participation groups, and for the Earnings All Four Quarters After set only. The reason for presenting these after measures on separate tables is that the full cohort is found in the first three sets, while the Earnings All Four Quarters After set is a subset of the Earnings Any of the Four Quarters After set.

Table II-9 shows that of the completer cohort, 38.4 percent had earnings greater than or equal to the minimum wage, and 30.6 percent had earnings less than the minimum wage, before program participation. The remainder either had zero earnings, or were not found. Those with earnings less than minimum wage before program participation had higher earnings gains than persons with earnings greater than minimum wage before (\$11,900 compared to \$5,248, as shown in Table II-9). However, persons with earnings greater than minimum wage before program participation had substantially higher median wages after (\$30,771) than those with earnings less than minimum wage before (\$15,471).

TABLE II-9
MEASURE 3 EARNINGS⁴: BEFORE, AND FIRST YEAR AFTER, PROGRAM PARTICIPATION
1996-97 COMMUNITY COLLEGES COMPLETERS

BEFORE PROGRAM PARTICIPATION GROUP	COMMUNITY COLLEGES COMPLETER		FIRST YEAR AFTER PROGRAM PARTICIPATION SETS									
			Earnings Any of the Four Quarters				Found in CA, Zero Earnings all Four Quarters				Not Found in CA	
	Number	Percent	Number	Median Earnings Before	Median Earnings First Year After	Median Change	Number	Median Earnings Before	Median Earnings First Year After	Median Change	Number	Median Earnings Before
Earnings Greater Than or Equal to Annual Minimum Wage	12,293	38.4%	11,433	\$22,882	\$30,771	\$5,248	72	\$16,451	\$0	-\$16,451	788	\$19,246
Earnings Less than Annual Minimum Wage	9,795	30.6%	8,459	\$3,601	\$15,471	\$11,900	187	\$1,907	\$0	-\$1,907	1,149	\$2,746
Found in CA, Zero Earnings	2,480	7.7%	1,838	\$0	\$12,143	\$12,143	380	\$0	\$0		262	\$0
Not Found in CA	7,443	23.3%	4,756		\$13,756		85		\$0		2,602	
TOTAL:	32,011		26,486				724				4,801	
COMPARISON (ANNUAL) EARNING RATES												
Average Manufacturer's Wage ⁵			\$27,818									
Minimum Wage ⁶			\$10,330									
Poverty Line (Three-person family) ⁷			\$12,854									
Poverty Line (One-person family) ⁸			\$7,608									

⁴ All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Department of Finance Consumer Price Index.

⁵ Average weekly earnings for total manufacturing in California, multiplied by 52 weeks and adjusted to 1995 constant dollars. Source: U.S. Bureau of Labor Statistics

⁶ Minimum hourly wage, multiplied by 2080 hours and adjusted to 1995 constant dollars. Source: California Department of Industrial Relations.

⁷ Federal poverty guideline for a three-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

⁸ Federal poverty guideline for a one-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

The change in earnings from before to after program participation was not substantially greater for the set of completers found with earnings all four quarters the first year after program participation. **Table II-10** indicates that persons with earnings greater than minimum wage before, and employed all four quarters after program participation, had a median earnings increase of \$6,951. Persons who had earnings greater than minimum wage before, but earnings any of the four quarters after program participation, had a comparable median earnings increase of \$5,248 (Table II-9).

TABLE II-10
MEASURE 3 EARNINGS⁹: BEFORE AND FIRST YEAR AFTER PROGRAM PARTICIPATION
FOR EARNINGS ALL FOUR QUARTERS AFTER SET ONLY
1996-97 COMMUNITY COLLEGES COMPLETERS

BEFORE PROGRAM PARTICIPATION GROUP	EARNINGS ALL FOUR QUARTERS AFTER PROGRAM PARTICIPATION			
	Number	Median Earnings Before	Median Earnings After	Median Change
Earnings Greater Than or Equal to Annual Minimum Wage	9,874	\$23,858	\$33,632	\$6,951
Earnings Less than Annual Minimum Wage	6,305	\$3,779	\$19,298	\$15,218
Found in CA, Zero Earnings	1,229	\$0	\$16,260	\$16,260
Not Found in CA	3,128		\$19,203	
COMPARISON EARNING RATES				
Average Manufacturer's Wage ¹⁰			\$27,818	
Minimum Wage ¹¹			\$10,330	
Poverty Line (Three-person family) ¹²			\$12,854	
Poverty Line (One-person family) ¹³			\$7,608	

Table II-11 shows that of the Community Colleges leaver cohort, 52.0 percent had earnings greater than or equal to the minimum wage, and 23.6 percent had earnings less than the minimum wage, before program participation. The remainder either had zero earnings, or were not found. Those with earnings less than minimum wage before program participation had higher earnings gains than persons with earnings greater than minimum wage before (\$8,223 compared to \$3,516, as shown in Table II-11). However, persons with earnings greater than minimum wage before program participation had substantially higher median wages after (\$32,341) than those with earnings less than minimum wage before (\$12,020).

⁹ All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Department of Finance Consumer Price Index.

¹⁰ Average weekly earnings for total manufacturing in California, multiplied by 52 weeks and adjusted to 1995 constant dollars. Source: U.S. Bureau of Labor Statistics

¹¹ Minimum hourly wage, multiplied by 2080 hours and adjusted to 1995 constant dollars. Source: California Department of Industrial Relations.

¹² Federal poverty guideline for a three-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

¹³ Federal poverty guideline for a one-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

TABLE II-11
MEASURE 3 EARNINGS¹⁴: BEFORE, AND FIRST YEAR AFTER, PROGRAM PARTICIPATION
1996-97 COMMUNITY COLLEGES LEAVERS

BEFORE PROGRAM PARTICIPATION GROUP	COMMUNITY COLLEGES LEAVER		FIRST YEAR AFTER PROGRAM PARTICIPATION SETS									
			Earnings Any of the Four Quarters				Found in CA, Zero Earnings all Four Quarters				Not Found in CA	
	Number	Percent	Number	Median Earnings Before	Median Earnings First Year After	Median Change	Number	Median Earnings Before	Median Earnings First Year After	Median Change	Number	Median Earnings Before
Earnings Greater Than or Equal to Annual Minimum Wage	50,820	52.0%	47,540	\$26,892	\$32,341	\$3,516	298	\$18,868	\$0	-\$18,868	2,982	\$20,300
Earnings Less than Annual Minimum Wage	23,086	23.6%	18,737	\$3,540	\$12,020	\$8,223	433	\$2,362	\$0	-\$2,362	3,916	\$2,409
Found in CA, Zero Earnings	3,587	3.7%	2,219	\$0	\$9,679	\$9,679	797	\$0	\$0		571	\$0
Not Found in CA	20,224	20.7%	8,995		\$10,534		201		\$0		11,028	
TOTAL:	97,717		77,491				1,729				18,497	
COMPARISON (ANNUAL) EARNING RATES												
Average Manufacturer's Wage ¹⁵							\$27,818					
Minimum Wage ¹⁶							\$10,330					
Poverty Line (Three-person family) ¹⁷							\$12,854					
Poverty Line (One-person family) ¹⁸							\$7,608					

¹⁴ All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Department of Finance Consumer Price Index.

¹⁵ Average weekly earnings for total manufacturing in California, multiplied by 52 weeks and adjusted to 1995 constant dollars. Source: U.S. Bureau of Labor Statistics

¹⁶ Minimum hourly wage, multiplied by 2080 hours and adjusted to 1995 constant dollars. Source: California Department of Industrial Relations.

¹⁷ Federal poverty guideline for a three-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

¹⁸ Federal poverty guideline for a one-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

The change in earnings from before to after program participation was larger for the set of participants found with earnings all four quarters the first year after program participation, as might be expected. **Table II-12** indicates that persons with earnings greater than minimum wage before, and employed all four quarters after program participation, had a median earnings increase of \$4,702. Persons who had earnings greater than minimum wage before, but earnings any of the four quarters after program participation, had a median earnings increase of \$3,516 (Table II-11).

TABLE II-12
MEASURE 3 EARNINGS¹⁹: BEFORE AND FIRST YEAR AFTER PROGRAM PARTICIPATION
FOR EARNINGS ALL FOUR QUARTERS AFTER SET ONLY
1996-97 COMMUNITY COLLEGES LEAVERS

BEFORE PROGRAM PARTICIPATION GROUP	EARNINGS ALL FOUR QUARTERS AFTER PROGRAM PARTICIPATION			
	Number	Median Earnings Before	Median Earnings After	Median Change
Earnings Greater Than or Equal to Annual Minimum Wage	41,593	\$27,776	\$34,727	\$4,702
Earnings Less than Annual Minimum Wage	12,991	\$3,865	\$16,040	\$12,198
Found in CA, Zero Earnings	1,358	\$0	\$13,977	\$13,977
Not Found in CA	5,276		\$16,981	
COMPARISON EARNING RATES				
Average Manufacturer's Wage ²⁰			\$27,818	
Minimum Wage ²¹			\$10,330	
Poverty Line (Three-person family) ²²			\$12,854	
Poverty Line (One-person family) ²³			\$7,608	

Measure 4 Earnings: First and Second Year After Program Participation

For this second year of the PBA system, Measure 4 examined earnings change from the first to the second year after program participation for the 1995-96 cohort.

As was defined earlier in the Measure 3 discussion, the entire 1995-96 cohort was divided into four before program participation groups (based on labor market experience and found status), and four after program participation sets. Measure 4 was based on the change in earnings from

¹⁹ All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Department of Finance Consumer Price Index.

²⁰ Average weekly earnings for total manufacturing in California, multiplied by 52 weeks and adjusted to 1995 constant dollars. Source: U.S. Bureau of Labor Statistics

²¹ Minimum hourly wage, multiplied by 2080 hours and adjusted to 1995 constant dollars. Source: California Department of Industrial Relations.

²² Federal poverty guideline for a three-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

²³ Federal poverty guideline for a one-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

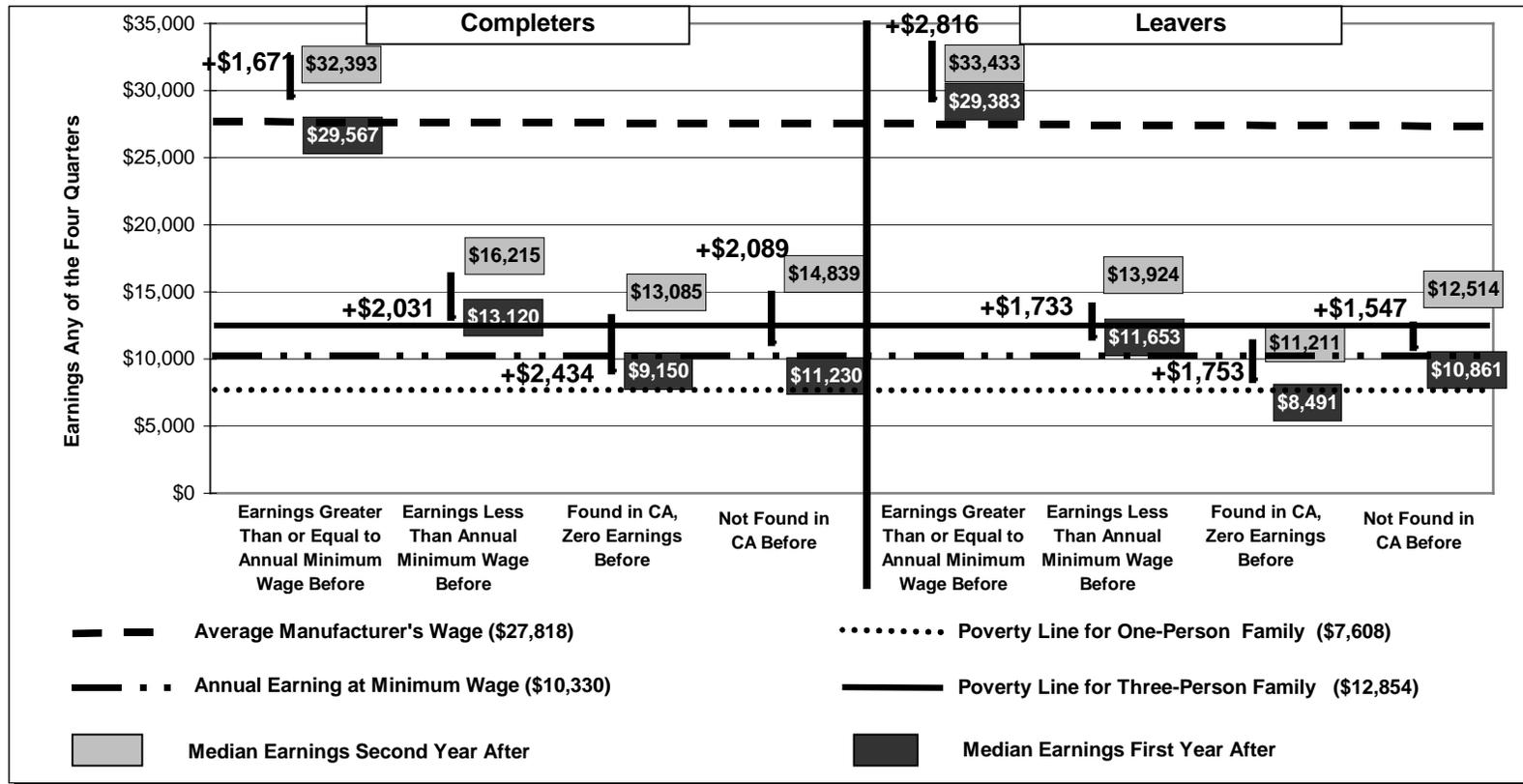
the first year after program participation (+Q1 through +Q4) to the second year after program participation (+Q5 through +Q8).

Figure II-4 presents a summary of Measure 4 for the Community Colleges 1995-96 completer and leaver cohorts, focusing on the change in Earnings Any of the Four Quarters from the first year to the second year after program participation for the following four groups:

- Earnings Greater Than or Equal to Annual Minimum Wage Before;
- Earnings Less Than Annual Minimum Wage Before;
- Found in CA, Zero Earnings Before; and,
- Not Found in CA Before.

As shown, both the 1995-96 completers and leavers generally earned more in the second year after program participation, as evidenced by the positive median change in earnings from the First Year After to the Second Year After.

FIGURE II-4
MEASURE 4 EARNINGS²⁴: FIRST AND SECOND YEAR AFTER PROGRAM PARTICIPATION
1995-96 COMMUNITY COLLEGES COHORT



²⁴ All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Department of Finance Consumer Price Index.

Similar to Measure 3, Measure 4 Earnings results are presented in separate sets of tables for the Community Colleges 1995-96 completer and leaver cohorts. **Tables II-13 and II-15** separately present each cohort's median earnings before program participation, as well as their median earnings in the first and second years after program participation for all four before program participation groups, and for the following three after program participation sets:

- Earnings Any of the Four Quarters After;
- Found in CA, Zero Earnings All Four Quarters After; and,
- Not Found in CA After.

Tables II-14 and II-16 separately present each of the Community Colleges completer and leaver cohort's earnings for all four before program participation groups, and for the Earnings All Four Quarters After set only. The reason for presenting these after measures on separate tables is that the full program cohort is found in the first three sets, while the Earnings All Four Quarters After set is a subset of the Earnings Any of the Four Quarters After set.

As shown in **Table II-13**, for completers who were found with Earnings Any of the Four Quarters, the median change in earnings from the first to the second year after program participation ranged from \$1,671 to \$2,434.

TABLE II-13
MEASURE 4 EARNINGS²⁵: FIRST TO SECOND YEAR AFTER PROGRAM PARTICIPATION
1995-96 COMMUNITY COLLEGES COMPLETERS

BEFORE PROGRAM PARTICIPATION GROUP	COMMUNITY COLLEGES COMPLETER		FIRST YEAR AFTER PROGRAM PARTICIPATION SETS													
			Earnings Any of the Four Quarters					Found in CA, Zero Earnings all Four Quarters					Not Found in CA			
			Number	Percent	Number	Median Earnings Before	Median Earnings First Year After	Median Earnings Second Year After	Median Change Second to First Year	Number	Median Earnings Before	Median Earnings First Year After	Median Earnings Second Year After	Median Change Second to First Year	Number	Median Earnings Before
Earnings Greater Than or Equal to Annual Minimum Wage	19,875	39.3%	18,542	\$23,730	\$29,567	\$32,393	\$1,671	146	\$17,271	\$0	\$0		1,187	\$19,376	\$0	
Earnings Less than Annual Minimum Wage	15,397	30.5%	13,224	\$3,641	\$13,120	\$16,215	\$2,031	349	\$2,253	\$0	\$0		1,824	\$2,520	\$0	
Found in CA, Zero Earnings	3,901	7.7%	2,641	\$0	\$9,150	\$13,085	\$2,434	889			\$0		371		\$0	
Not Found in CA	11,351	22.5%	6,969		\$11,230	\$14,839	\$2,089	213			\$0		4,169		\$0	
TOTAL:	50,524		41,376					1,597					7,551			
COMPARISON EARNING RATES																
				First Year After (1996-97)					Second Year After (1997-98)							
Average Manufacturer's Wage ²⁶				\$27,305					\$27,818							
Minimum Wage ²⁷				\$9,744					\$10,330							
Poverty Line (Three-person family) ²⁸				\$12,801					\$12,854							
Poverty Line (One-person family) ²⁹				\$7,633					\$7,608							

²⁵ All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Department of Finance Consumer Price Index.

²⁶ Average weekly earnings for total manufacturing in California, multiplied by 52 weeks and adjusted to 1995 constant dollars. Source: U.S. Bureau of Labor Statistics

²⁷ Minimum hourly wage, multiplied by 2080 hours and adjusted to 1995 constant dollars. Source: California Department of Industrial Relations.

²⁸ Federal poverty guideline for a three-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

²⁹ Federal poverty guideline for a one-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

Completers who were found with Earnings All Four Quarters both the first and the second year after program participation had a median change in earnings that ranged from \$1,584 to \$2,119 (**Table II-14**). This pattern was similar for the 1995-96 leaver cohort.

TABLE II-14
MEASURE 4 EARNINGS³⁰: FIRST AND SECOND YEAR AFTER PROGRAM PARTICIPATION
FOR EARNINGS ALL FOUR QUARTERS ONLY
1995-96 COMMUNITY COLLEGES COMPLETERS

BEFORE PROGRAM PARTICIPATION GROUP	EARNINGS ALL FOUR QUARTERS FIRST YEAR AFTER PROGRAM PARTICIPATION SET				
	Number	Median Earnings Before	Median Earnings First Year After	Median Earnings Second Year After	Median Change Second to First Year
Earnings Greater Than or Equal to Annual Minimum Wage	16,044	\$24,639	\$32,501	\$34,887	\$1,584
Earnings Less than Annual Minimum Wage	9,516	\$3,896	\$16,742	\$19,246	\$1,987
Found in CA, Zero Earnings	1,512	\$0	\$14,306	\$17,083	\$2,119
Not Found in CA	4,298		\$16,879	\$19,525	\$2,047
COMPARISON EARNING RATES					
	First Year After (1996-97)		Second Year After (1997-98)		
Average Manufacturer's Wage ³¹	\$27,305		\$27,818		
Minimum Wage ³²	\$9,744		\$10,330		
Poverty Line (Three-person family) ³³	\$12,801		\$12,854		
Poverty Line (One-person family) ³⁴	\$7,633		\$7,608		

As shown in **Table II-15**, for 1995-96 Community Colleges leavers who were found with Earnings Any of the Four Quarters, the median change in earnings from the first to the second year after program participation ranged from \$1,733 to \$2,816.

³⁰ All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Department of Finance Consumer Price Index.

³¹ Average weekly earnings for total manufacturing in California, multiplied by 52 weeks and adjusted to 1995 constant dollars. Source: U.S. Bureau of Labor Statistics

³² Minimum hourly wage, multiplied by 2080 hours and adjusted to 1995 constant dollars. Source: California Department of Industrial Relations.

³³ Federal poverty guideline for a three-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

³⁴ Federal poverty guideline for a one-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

TABLE II-15
MEASURE 4 EARNINGS³⁵: FIRST TO SECOND YEAR AFTER PROGRAM PARTICIPATION
1995-96 COMMUNITY COLLEGES LEAVERS

BEFORE PROGRAM PARTICIPATION GROUP	COMMUNITY COLLEGES LEAVER		FIRST YEAR AFTER PROGRAM PARTICIPATION SETS													
			Earnings Any of the Four Quarters					Found in CA, Zero Earnings all Four Quarters					Not Found in CA			
			Number	Percent	Number	Median Earnings Before	Median Earnings First Year After	Median Earnings Second Year After	Median Change Second to First Year	Number	Median Earnings Before	Median Earnings First Year After	Median Earnings Second Year After	Median Change Second to First Year	Number	Median Earnings Before
Earnings Greater Than or Equal to Annual Minimum Wage	8,538	39.7%	7,828	\$21,836	\$29,383	\$33,433	\$2,816	67	\$15,584	\$0	\$0		643	\$18,795	\$0	
Earnings Less than Annual Minimum Wage	6,654	30.9%	5,430	\$3,476	\$11,653	\$13,924	\$1,733	190	\$1,698	\$0	\$0		1,034	\$2,515	\$0	
Found in CA, Zero Earnings	1,525	7.1%	952	\$0	\$8,491	\$11,211	\$1,753	357			\$0		216		\$0	
Not Found in CA	4,787	22.3%	2,555		\$10,861	\$12,514	\$1,547	96			\$0		2,136		\$0	
TOTAL:	21,504		16,765					710					4,029			
COMPARISON EARNING RATES																
				First Year After (1996-97)					Second Year After (1997-98)							
Average Manufacturer's Wage ³⁶				\$27,305					\$27,818							
Minimum Wage ³⁷				\$9,744					\$10,330							
Poverty Line (Three-person family) ³⁸				\$12,801					\$12,854							
Poverty Line (One-person family) ³⁹				\$7,633					\$7,608							

³⁵ All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Department of Finance Consumer Price Index.

³⁶ Average weekly earnings for total manufacturing in California, multiplied by 52 weeks and adjusted to 1995 constant dollars. Source: U.S. Bureau of Labor Statistics

³⁷ Minimum hourly wage, multiplied by 2080 hours and adjusted to 1995 constant dollars. Source: California Department of Industrial Relations.

³⁸ Federal poverty guideline for a three-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

³⁹ Federal poverty guideline for a one-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

Leavers who were found with Earnings All Four Quarters both the first and the second year after program participation had a median change in earnings that ranged from \$1,721 to \$2,918 (**Table II-16**).

TABLE II-16
MEASURE 4 EARNINGS⁴⁰: FIRST AND SECOND YEAR AFTER PROGRAM PARTICIPATION
FOR EARNINGS ALL FOUR QUARTERS ONLY
1995-96 COMMUNITY COLLEGES LEAVERS

BEFORE PROGRAM PARTICIPATION GROUP	EARNINGS ALL FOUR QUARTERS FIRST YEAR AFTER PROGRAM PARTICIPATION SET				
	Number	Median Earnings Before	Median Earnings First Year After	Median Earnings Second Year After	Median Change Second to First Year
Earnings Greater Than or Equal to Annual Minimum Wage	6,749	\$22,274	\$31,004	\$35,724	\$2,918
Earnings Less than Annual Minimum Wage	3,760	\$3,865	\$15,733	\$17,749	\$2,016
Found in CA, Zero Earnings	532	\$0	\$14,704	\$15,770	\$1,821
Not Found in CA	1,562		\$16,372	\$17,979	\$1,721
COMPARISON EARNING RATES					
	First Year After (1996-97)		Second Year After (1997-98)		
Average Manufacturer's Wage ⁴¹	\$27,305		\$27,818		
Minimum Wage ⁴²	\$9,744		\$10,330		
Poverty Line (Three-person family) ⁴³	\$12,801		\$12,854		
Poverty Line (One-person family) ⁴⁴	\$7,633		\$7,608		

Measure 5: Change in Unemployment Insurance (UI) Status

The purpose of this measure was to examine the impact of workforce preparation programs on persons who were receiving California Unemployment Insurance (UI) before program participation. In this report, each of the Community Colleges 1996-97 cohorts (completers and leavers) was divided into two before program participation groups and two after program participation groups. Both groups were defined based on whether they had or had not received CA UI payments at any time in the year before or after program participation.

⁴⁰ All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Department of Finance Consumer Price Index.

⁴¹ Average weekly earnings for total manufacturing in California, multiplied by 52 weeks and adjusted to 1995 constant dollars. Source: U.S. Bureau of Labor Statistics

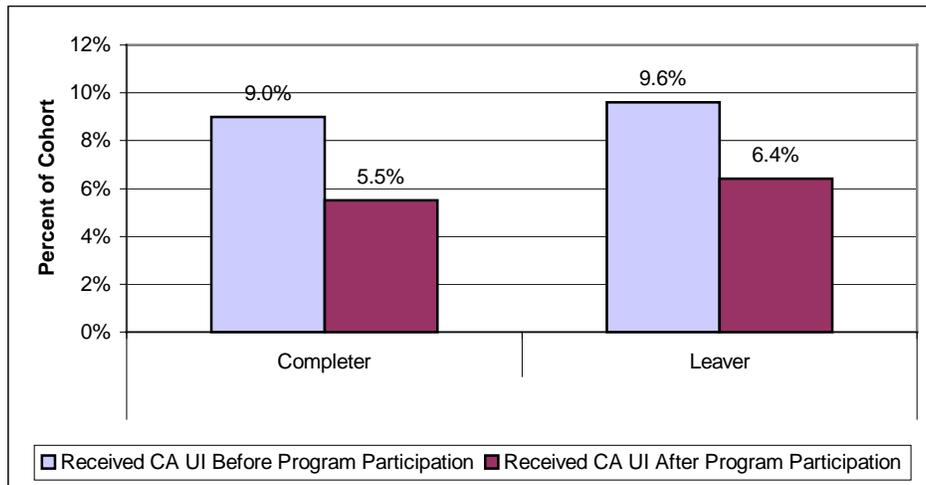
⁴² Minimum hourly wage, multiplied by 2080 hours and adjusted to 1995 constant dollars. Source: California Department of Industrial Relations.

⁴³ Federal poverty guideline for a three-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

⁴⁴ Federal poverty guideline for a one-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

Figure II-5 and **Table II-17** illustrate that there were fewer total members of the Community Colleges completer cohort receiving California UI after program participation (5.5 percent) than were receiving California UI before program participation (9.0 percent). Among the leaver cohort a similar pattern was observed, with fewer members receiving UI after (6.4 percent) than before (9.6 percent).

**FIGURE II-5
MEASURE 5: CHANGE IN UI STATUS
BEFORE AND FIRST YEAR AFTER PROGRAM PARTICIPATION
1996-97 COMMUNITY COLLEGES COHORTS**



**TABLE II-17
MEASURE 5: CHANGE IN UI STATUS
BEFORE AND FIRST YEAR AFTER PROGRAM PARTICIPATION
1996-97 COMMUNITY COLLEGES COHORTS**

Community Colleges Cohorts	BEFORE PROGRAM PARTICIPATION STATUS			AFTER PROGRAM PARTICIPATION STATUS			
		Number	Percent	Received CA UI		Did Not Receive CA UI	
				Number	Percent	Number	Percent
Completers	Received CA UI	2,873	9.0%	423	14.7%	2,450	85.3%
	Did Not Receive CA UI	29,138	91.0%	1,335	4.6%	27,803	95.4%
	Total	32,011		1,758	5.5%	30,253	94.5%
Leavers	Received CA UI	9,398	9.6%	1,829	19.5%	7,569	80.5%
	Did Not Receive CA UI	88,318	90.4%	4,397	5.0%	83,921	95.0%
	Total	97,716		6,226	6.4%	91,490	93.6%

Table II-18 shows that completers and leavers in the 1996-97 cohort who received California UI both before and after program participation had a reduction in annual average number of weeks of California UI. Completers had a reduction of 3.1 weeks, while leavers had a reduction of 2.7 weeks.

**TABLE II-18
MEASURE 5: CHANGE IN UI STATUS
BEFORE AND FIRST YEAR AFTER PROGRAM PARTICIPATION
1996-97 COMMUNITY COLLEGES COHORTS**

Community Colleges Cohorts	BEFORE PROGRAM PARTICIPATION STATUS		RECEIVED CA UI AFTER PROGRAM PARTICIPATION	Change in Annual Average Number of Weeks of CA UI
		Annual Average Number of Weeks of CA UI	Annual Average Number of Weeks of CA UI	
Completers	Received CA UI	15.3	12.1	-3.1
	Did Not Receive CA UI	0.0	10.8	+10.8
Leavers	Received CA UI	14.8	12.1	-2.7
	Did Not Receive CA UI	0.0	11.1	+11.1

Measure 6: Change in Status from Tax Receiver to Tax Payer

This measure was calculated for those members of the Community Colleges 1996-97 cohorts who received Aid to Families with Dependent Children (AFDC), or Supplemental Security Income/State Supplementary Payments (SSI/SSP), in the 12 months before program participation.

Figure II-6 summarizes the change in number of months of AFDC and SSI/SSP from before to the first year after program participation for the 1996-97 cohort.

**FIGURE II-6
MEASURE 6: CHANGE IN MONTHS OF BENEFITS RECEIVED BEFORE AND FIRST YEAR AFTER PROGRAM PARTICIPATION
1996-97 COMMUNITY COLLEGES COHORTS**

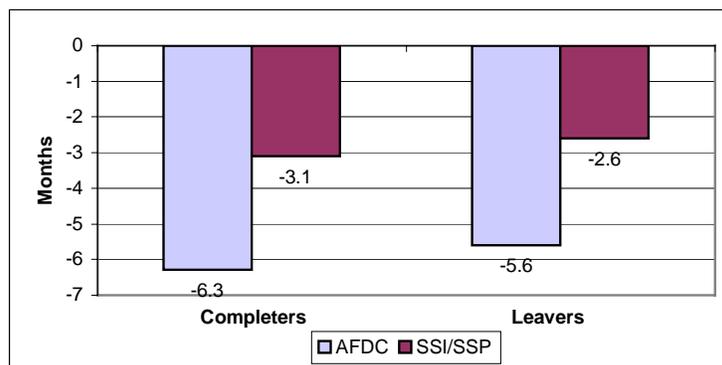


Table II-19 presents a comparison of the change in AFDC and SSI/SSP from before to the first year after program participation for the 1996-97 and 1995-96 cohorts. Both completers and leavers in the 1996-97 cohort had a reduction in the number of months of AFDC and SSI/SSP from before to after program participation.

TABLE II-19
MEASURE 6: AVERAGE MONTHS OF RECEIVING PUBLIC BENEFITS
BEFORE AND AFTER PROGRAM PARTICIPATION

Months	1995-96 Cohort				1996-97 Cohort			
	COMPLETERS		LEAVERS		COMPLETERS		LEAVERS	
	AFDC (n=4,591)	SSI/SSP (n=489)	AFDC (n=1,905)	SSI/SSP (n=221)	AFDC (n=2,984)	SSI/SSP (n=244)	AFDC (n=4,811)	SSI/SSP (n=651)
Average Months Before Program Participation	10.2	10.4	9.8	10.7	10.3	10.7	9.6	10.9
Average Months After Program Participation	5.4	8.8	4.8	8.5	4.0	7.5	4.0	8.3
Change in Annual Average	-4.8	-1.6	-5.0	-2.2	-6.3	-3.1	-5.6	-2.6

E. DETAILED TABLES

At the end of this chapter are the detailed summary tables of the PBA system performance measures for each of the population subgroups submitted by the Chancellor's Office of the California Community Colleges. The standard data tables are presented in the following order:

- 1996-97 Completers: Measures 1, 3, 5, and 6
- 1996-97 Leavers: Measures 1,3, 5, and 6
- 1995-96 Completers: Measures 2 and 4
- 1995-96 Leavers: Measures 2 and 4

Accompanying this report are detailed tables of the performance measures for community college districts and individual community colleges, by CIP training code and by demographic characteristics. To increase the direct use of these data by community college personnel, the CIP tables are cross-walked to their corresponding TOP codes. These detailed tables may be accessed on California's Workforce Investment website: www.calwia.org.

Please note that in the computer generated tables, asterisks (**) are used to denote suppressed data when there were four, three, two, one or zero employment data points in a given cell.